A 3940 - 1.601

College Placement Council, Inc. 62 Highland Avenue / Bethlehem, PA 18017

CPC Salary Survey

REGIONAL Report No. 3 April 1990

SOUTHWESTERN REGION (SWPA)

Arkansas College
Baylor University
Corpus Christi State University
Hendrix College
University of Houston
University of Houston - Clear Lake
Kansas Wesleyan
Lamar University
Langston University
Louisiana Tech University
University of North Texas
Northwestern Oklahoma State University
Oklahoma State University
Oklahoma State Unviersity - Engineering
University of Oklahoma
Pan American University
Prairie View A & M University
Sam Houston State University
Southern Methodist University
Stephen F. Austin State University
Texas A & I University
Texas A & M University
Texas Lutheran College
Texas Tech University
University of Texas - Arlington
University of Texas - Austin - Business Administration
University of Texas - Austin - Engineering
University of Texas - El Paso
University of Texas - Tyler

The career planning & placement offices that participate in the *Salary Survey* are divided into seven geographic regions. The participants listed comprise the **Southwestern** Region.

The data are based on salary offers made to students graduating between September 1, 1989, and August 31, 1990. Tables on pages 1 through 8 list data on both regional and national levels for the interim period (March 9, 1990, through April 10, 1990) and cumulatively (September 1, 1989, and April 10, 1990).

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BACHELOR'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

INTERIM PERIOD 3/9/90 THROUGH 4/10/90

CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH
BUSINESS														
ACCOUNTING	132	369	$26420	$25882	$29000	$26004	$24000	262	2290	$26023	$26141	$29000	$26000	$23000
BUSINESS ADMIN (INCL MGMT	35	105	23591	23741	27000	23400	18996	63	508	22385	22730	26500	21400	18000
DISTRIBUTION MANAGEMENT	2	6	17748	26116	*	*	*	2	34	17748	25285	*	*	*
ECONOM & FINANCE (BANKING	40	155	23908	24892	29000	25076	16800	69	598	23870	24324	28000	25000	18200
HOTEL/RESTAURANT MGMT.	+	+	+	+				10	31	19780	20005	*	*	*
HUMAN RSRCS (incl LABOR R	+	4	+	19625				+	54	+	23817			
MANAGEMENT INFO SYSTEMS	41	72	27439	28023	30300	27504	24492	43	229	27163	27252	30300	27504	24000
MARKETING/MARK MGMT (RESR	70	136	22404	22648	27000	22650	17000	93	623	22158	22720	26760	22000	18000
REAL ESTATE	+	+	+	+				+	14	+	24561			
COMMUNICATIONS														
ADVERTISING	+	4	+	17625				+	24	+	18049			
COMMUNICATIONS	+	13	+	20859				1	115	22000	20182	*	*	*
JOURNALISM	3	8	21332	18000	*	*	*	3	44	21332	17500	*	*	*
TELECOMMUN/BROADCASTING	+	+	+	+				+	13	+	18101			
EDUCATION														
ELEMENTARY EDUCATION	30	45	19834	19655	21996	20004	18000	45	276	19659	19162	21804	19992	17904
PRE-ELEMENTARY EDUCATION	+	1	+	19050				+	23	+	16783			
PHYSICAL EDUCATION	4	8	20373	19562	*	*	*	6	31	19390	19439	*	*	*
SPECIAL EDUCATION	1	7	17000	19934	*	*	*	5	57	19001	19926	*	*	*
HOME ECONOMICS														
HUMAN ECOLOGY (HOME ECONO	+	1	+	20000				3	37	17727	18932	*	*	*
TEXTILES & CLOTHING	+	+	+	+				3	30	24000	20538	*	*	*
MERCHANDISING MANAGEMENT	+	+	+	+				+	28	+	18335			
HUMANITIES														
FOREIGN LANGUAGES	1	5	24504	23461	*	*	*	1	10	24504	21646	*	*	*
LETTERS (incl English, Li	1	7	19296	20471	*	*	*	1	58	19296	19222	*	*	*
VISUAL & PERFORMING ARTS	12	16	20868	19464	*	*	*	16	50	20245	19057	*	*	*
HUMANITIES - OTHER	+	2	+	22500				3	46	20300	24915	*	*	*
SOCIAL SCIENCES														
CRIMINAL JUSTICE	+	2	+	21000				+	15	+	20639			
HISTORY	3	4	18312	18704	*	*	*	3	12	18312	21214	*	*	*
POLITICAL SCIENCE/GOVT	5	21	21480	24650	*	*	*	5	61	21480	22269	*	*	*
PSYCHOLOGY	8	17	22247	21864	*	*	*	9	68	21775	20077	*	*	*
SOCIOLOGY	1	9	21000	19144	*	*	*	1	20	21000	21689	*	*	*
SOCIAL SCIENCES-OTHER	1	11	21000	21136	*	*	*	1	26	21000	19028	*	*	*
ENGINEERING														
AEROSPACE & AERONAUTICAL	33	34	29987	29977	32100	30204	27996	74	150	30138	30510	32900	30744	26255
AGRICULTURAL	14	14	28327	28327	*	*	*	14	29	28327	29815	*	*	*
ARCHITECTURAL	6	7	31567	30700	*	*	*	27	29	30590	30301	34600	31200	27000
BIOENGINEERING & BIOMEDIC	8	14	29375	31344	*	*	*	8	20	29375	30812	*	*	*
CHEMICAL	129	254	35129	35179	37200	35400	33060	267	924	35333	35197	37100	35400	33600
CIVIL	53	98	28444	27713	33048	28200	24036	130	508	28295	27658	33000	28000	22992
COMPUTER	32	68	31176	30727	33000	31596	28800	33	148	31104	31307	33000	31500	28800
ELECTRICAL/ELECTRONIC	123	265	31933	31830	34200	31800	30000	280	1197	31968	31672	34500	32000	29496

continued

BACHELOR'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 3/9/90 THROUGH 4/10/90							CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
ENIVRONMENTAL ENGINEERING	+	+	+	+				+	+	+	+			
INDUSTRIAL	48	92	$30176	$30491	$32004	$30240	$27588	58	388	$30194	$30850	$32004	$30228	$27500
MECHANICAL	113	259	33249	32719	37920	33600	27996	263	1296	33054	32212	37500	33504	28000
METALLURGICAL	+	12	+	33727				+	86	+	32239			
MINING (INCL GEOLOGICAL)	+	+	+	+				+	16	+	28961			
NUCLEAR	+	1	+	32220				+	16	+	30685			
PETROLEUM	17	28	34128	34011	*	*	*	42	86	35683	35434	39600	36950	28200
TEXTILE	+	+	+	+				+	3	+	33669			
ENGINEERING TECHNOLOGY	49	61	28141	28311	34296	28596	22800	78	162	28275	29315	34000	28992	23500
INDUSTRIAL TECHNOLOGY	+	4	+	29960				+	25	+	25774			
AGRICULTURAL & NATURAL RESOURCES														
AGRIBUSINESS	17	30	22825	21852	*	*	*	18	65	22557	22199	*	*	*
ANIMAL SCIENCES	3	4	17356	17517	*	*	*	6	20	18511	17768	*	*	*
PLANT SCIENCES	15	18	21631	21831	*	*	*	15	23	21631	21694	*	*	*
NATURAL RESOURCES	1	1	20700	20700	*	*	*	1	5	20700	18480	*	*	*
OTHER AGRICULTURAL SCIENC	2	13	20496	22622	*	*	*	2	27	20496	23971	*	*	*
COMPUTER SCIENCE														
COMPUTER SCIENCE	9	120	29139	30303	*	*	*	31	463	28346	29402	31350	28800	24000
COMPUTER PROGRAMMING	+	4	+	28275				+	34	+	28501			
INFORMATION SCIENCES & SY	7	44	28543	27822	*	*	*	30	180	27718	28432	31250	27750	24000
SYSTEMS ANALYSIS	+	1	+	28980				+	3	+	27827			
HEALTH SCIENCES														
ALLIED HEALTH	+	1	+	26000				3	48	18133	26526	*	*	*
HEALTH SCIENCES	+	5	+	15000				6	21	22167	20691	*	*	*
NURSING	+	1	+	23000				+	23	+	26630			
PHARMACY	+	3	+	35000				+	20	+	33790			
SCIENCES														
ACTUARIAL	19	20	19854	20411	*	*	*	19	27	19854	22634	*	*	*
ARCHITECTURAL & ENVIRONME	36	43	25956	25533	29400	27270	18996	40	54	25127	25068	29400	27000	18000
BIOLOGICAL	4	6	18123	20956	*	*	*	4	30	18123	21286	*	*	*
CHEMISTRY	11	24	30770	30198	*	*	*	12	65	30748	28809	*	*	*
GEOLOGY & GEOLOGICAL SCI	9	9	25893	25893	*	*	*	9	18	25893	22890	*	*	*
MATHEMATICS	20	47	28314	27741	32000	29496	24000	24	107	27312	25600	32000	29046	21600
PHYSICS	2	3	30198	30465	*	*	*	2	13	30198	26262	*	*	*
OTHER PHYSICAL & EARTH SC	+	+	+	+				1	2	18000	24000	*	*	*
POLYMER SCIENCE	+	+	+	+				+	+	+	+			
TEXTILE SCIENCE	+	+	+	+				+	24	+	26861			
TOTALS	1170	2636						2145	11780					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

BACHELOR'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 3/9/90 THROUGH 4/10/90							CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
FINANCE														
ACCOUNTING (PUBLIC)	108	282	$26127	$26278	$29000	$26004	$24000	203	1796	$26240	$26398	$29496	$26004	$24000
ACCOUNTING (PRIVATE)	9	82	24733	24496	*	*	*	44	505	24014	24960	27396	25200	19000
COMMERCIAL BANKING (CNSMR	3	34	22835	20038	*	*	*	6	77	24251	20642	*	*	*
COMMERCIAL BANKING (LENDG	2	11	21600	22436	*	*	*	7	69	24671	22775	*	*	*
INVESTMT BANKING (CORP FN	1	3	24000	29733	*	*	*	2	18	24500	28414	*	*	*
INVESTMT BANKNG (M & A)	+	+	+	+				1	5	21334	24627	*	*	*
INVESTMT BANKG (REAL EST)	4	4	23997	23997	*	*	*	5	10	22798	24619	*	*	*
INVESTMT BANKG (SALES & T	+	7	+	19500				1	11	18000	19550	*	*	*
FINANCIAL/TREASURY ANALYS	13	44	24577	26584	*	*	*	19	224	24547	26424	*	*	*
PORTFOLIO MGMT/BROKERAGE	2	4	22500	22125	*	*	*	2	25	22500	20620	*	*	*
UNDERWRITING	2	5	15000	21800	*	*	*	5	43	18323	22005	*	*	*
INSURANCE - CLAIMS	4	13	22497	22723	*	*	*	8	52	23224	22131	*	*	*
COMMUNICATIONS														
DESIGN/GRAPHIC ARTS	4	5	19221	18177	*	*	*	4	15	19221	18778	*	*	*
MEDIA PLANNING	+	+	+	+				+	9	+	19382			
REPORTING	2	3	17154	15076	*	*	*	2	10	17154	15669	*	*	*
PRODUCTION	+	2	+	12700				+	20	+	24974			
PUBLIC RELATIONS	6	8	19472	21417	*	*	*	6	35	19472	20964	*	*	*
WRITING/EDITING	1	6	18000	18333	*	*	*	1	28	18000	18036	*	*	*
MARKETING														
ADVERTISING	+	8	+	21313				1	32	24000	19642	*	*	*
BRAND/PRODUCT MANAGEMENT	24	34	27061	26252	30000	26202	24000	25	89	27035	25626	30000	26400	24000
BUYER/MERCHANDISING	12	26	23624	24742	*	*	*	18	122	23416	22869	*	*	*
DISTRIBUTION	4	13	23172	25941	*	*	*	5	42	22338	26649	*	*	*
MARKET RESEARCH	10	17	25458	24052	*	*	*	10	32	25458	24897	*	*	*
PURCHASING	3	9	25000	24722	*	*	*	3	28	25000	24034	*	*	*
SALES	66	143	24708	24623	31500	24252	18996	81	677	24686	24676	31512	24204	18996
PUBLIC ADMINISTRATION														
EXECUTIVE, LEGISL, & GENL	2	4	21114	20257	*	*	*	2	21	21114	20551	*	*	*
FINANC,TAXA, MONETARY POL	2	10	24252	25090	*	*	*	3	24	24501	23214	*	*	*
ECONOMIC PROGRAMS	+	+	+	+				+	11	+	26699			
LAW ENFORCEMENT	+	2	+	21000				+	14	+	24500			
MILITARY	27	33	20979	21710	25500	21000	16308	28	71	20940	21683	25500	21000	16308
NATIONAL SECURITY	+	+	+	+				+	2	+	26850			
URBAN / REGIONAL PLANNING	2	2	24000	24000	*	*	*	2	3	24000	25167	*	*	*
ENGINEERING														
BIOENGINEERING	3	6	30564	33548	*	*	*	9	18	27027	29552	*	*	*
DESIGN / CONSTRUCT	58	104	31001	29946	34800	31752	25500	210	715	30765	29975	35160	31200	24996
ENVIRONMENTAL/SANITATION	7	16	25946	26489	*	*	*	24	72	27822	28327	34992	27300	23700
MANUFACTURING/INDUSTRIAL	46	183	31516	32212	36240	30816	27588	127	886	32912	32180	37000	33600	27588
SYSTEMS / PROGRAMMING	21	36	31373	31845	33000	31500	29600	61	165	30685	31019	33200	31000	27720
POWER SYSTEMS	17	50	32784	32249	*	*	*	32	178	32049	31902	34260	31848	30000
SOFTWARE DESIGN & DEVELOP	15	29	30886	31713	*	*	*	37	146	31759	31465	34000	31750	30000
HARDWARE DESIGN & DEVELOP	10	24	32258	31530	*	*	*	31	120	32161	31844	33500	32100	30000

continued

BACHELOR'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 3/9/90 THROUGH 4/10/90							CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
RESEARCH & DEVELOPMENT	22	77	$34565	$32894	$39000	$34998	$29004	64	334	$32623	$32089	$36360	$32202	$27996
TESTING	5	21	29616	30940	*	*	*	34	126	30250	30554	33120	30840	26500
PROCESS ENGINEERING	108	207	34604	34990	37320	35232	30180	250	726	34977	35034	37200	35400	31500
PROJECT ENGINEERING	46	90	33130	32940	36000	33000	29400	89	469	32990	32403	36800	33000	29004
OTHER ENGINEERING	226	297	31403	31137	36600	30996	27492	263	889	31419	31356	36840	31200	27000
HEALTH CARE														
ADMINISTRATIVE (HEALTH C	+	2	+	27500				4	20	17021	22273	*	*	*
INDUSTRIAL HYGIENE	+	+	+	+				+	+	+	+			
MEDICAL TECHNOLOGY	+	+	+	+				4	10	25000	22371	*	*	*
NURSES / PERSONAL CARE	2	3	37500	32667	*	*	*	2	26	37500	26542	*	*	*
OCCUPATIONAL THERAPY	+	2	+	23000				+	18	+	25980			
PHARMACIST	+	3	+	35000				+	10	+	35363			
PHYSICAL THERAPY	+	3	+	15000				+	21	+	27419			
RESPIRATORY THERAPY	+	3	+	28427				+	6	+	23297			
OTHER HEALTH RELATED	6	9	20111	18963	*	*	*	11	37	19197	20500	*	*	*
SOCIAL SERVICES														
ADMINISTRATION	+	1	+	23000				+	14	+	18376			
COUNSELING	1	3	18000	18667	*	*	*	1	29	18000	16588	*	*	*
FUNDRAISING / DEVELOPMENT	+	+	+	+				+	5	+	17180			
SOCIAL WORK	+	3	+	21733				+	20	+	18479			
COMPUTER SCIENCE														
COMPUTER PROGRAMMING	43	151	29036	29059	32148	29496	24000	77	449	28414	28527	32136	28800	24000
INFORMATION SYSTEMS	3	46	30140	29419	*	*	*	7	214	27617	27506	*	*	*
SYSTEMS ANALYSIS & DESIGN	26	64	28854	29054	32004	28200	26004	31	230	28753	29539	31564	28200	26004
OTHER FUNCTIONAL CATEGORIES														
ACTUARIAL	+	9	+	29101				+	22	+	29398			
AGRICULTURE/NAT'L RESOURC	12	32	18631	20704	*	*	*	16	81	18786	20477	*	*	*
ARCHITECTURE	5	8	25661	24851	*	*	*	9	14	22106	22047	*	*	*
CONSULTING	47	97	28249	28645	32000	27492	25000	60	297	27759	28318	32000	27502	24996
HUMAN RESRCS /INDUS RELS	2	7	22296	22770	*	*	*	4	46	20521	23113	*	*	*
MANAGEMENT TRAINEE	71	138	21769	22488	26004	21000	18984	114	706	21101	21616	25992	21000	18000
MATH/STATISTICIANS	+	3	+	21412				+	11	+	22739			
PARALEGAL	1	3	13440	16813	*	*	*	1	8	13440	16593	*	*	*
RESEARCHERS NON-TECHNICAL	13	17	21810	21620	*	*	*	13	21	21810	21978	*	*	*
RESEARCHERS - TECHNICAL	5	8	31236	31091	*	*	*	5	29	31236	27939	*	*	*
TEACHING	36	67	20261	19656	21996	20250	17904	61	472	19813	19158	21996	19992	17000
TOTALS	1170	2636						2145	11780					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

SWPA REGIONAL Report No. 3 APRIL 1990

(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 3/9/90 THROUGH 4/10/90							CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
ACCOUNTING	2	8	$26250	$27438	*	*	*	78	144	$30291	$29141	$34500	$28590	$26004
MBA--NON-TECH	3	76	31833	37423	*	*	*	21	193	31315	35305	36500	31000	28000
MBA--TECH	12	31	35497	39125	*	*	*	12	55	35497	38132	*	*	*
MS-BUSINESS	+	3	+	31933				+	19	+	33679			
PUBLIC ADMINISTRATION	+	+	+	+				+	+	+	+			
ECONOMICS & FINANCE (BANK	+	1	+	33000				4	33	30425	37349	*	*	*
HOTEL/RESTAURANT MNGMT	+	+	+	+				+	+	+	+			
HUMAN RESOURCES (INCL LAB	+	5	+	27823				+	18	+	29963			
MANAGEMENT INFORMATION SY	6	7	31888	32933	*	*	*	6	12	31888	33411	*	*	*
MARKETING/MKTNG MGT (RESE	2	2	32250	32250	*	*	*	2	8	32250	36279	*	*	*
MERCHANDISING MANAGEMENT	+	+	+	+				+	+	+	+			
COMMUNICATIONS														
ADVERTISING	+	+	+	+				+	+	+	+			
COMMUNICATIONS	+	1	+	19200				+	4	+	26550			
JOURNALISM	+	+	+	+				+	+	+	+			
EDUCATION														
EDUCATION ADMINISTRATION	+	+	+	+				2	9	21000	26681	*	*	*
ELEMENTARY EDUCATION	+	2	+	19500				1	24	16000	22337	*	*	*
PHYSICAL EDUCATION	4	4	36024	36024	*	*	*	4	5	36024	33719	*	*	*
READING EDUCATION	+	1	+	22000				+	1	+	22000			
SPECIAL EDUCATION	+	5	+	24800				1	25	18000	22244	*	*	*
HUMANITIES														
FOREIGN LANGUAGES	+	+	+	+				+	1	+	26000			
LETTERS	+	1	+	20000				+	3	+	18000			
VISUAL & PERFORMING ARTS	+	1	+	18000				+	2	+	19500			
HUMANITIES - OTHER	+	+	+	+				+	2	+	21500			
SOCIAL SCIENCES														
CRIMINAL JUSTICE	+	+	+	+				+	+	+	+			
HISTORY	+	+	+	+				+	1	+	20000			
POLITICAL SCIENCE / GOVT	+	+	+	+				+	+	+	+			
PSYCHOLOGY	2	6	33594	29698	*	*	*	2	26	33594	24731	*	*	*
SOCIOLOGY	+	+	+	+				+	+	+	+			
SOCIAL SCIENCES - OTHER	+	+	+	+				+	5	+	22535			

continued

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 3/9/90 THROUGH 4/10/90							CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING														
AEROSPACE & AERONAUTICAL	1	2	$36600	$34940	*	*	*	6	18	$35478	$34887	*	*	*
AGRICULTURAL	+	+	+	+				+	3	+	36100			
BIOENGINEERING & BIOMEDIC	+	+	+	+				+	1	+	42000			
CHEMICAL	6	10	34766	36450	*	*	*	6	48	34766	36943	*	*	*
CIVIL	5	7	31591	31711	*	*	*	26	102	32539	32051	$36000	$32700	$27996
COMPUTER	5	8	34423	34952	*	*	*	5	20	34423	34655	*	*	*
ELECTRICAL/ELECTRONIC	19	33	37630	37195	*	*	*	34	139	37520	36870	41000	38004	35490
INDUSTRIAL	7	14	34641	35163	*	*	*	7	41	34641	35355	*	*	*
MECHANICAL	8	27	39533	37032	*	*	*	20	124	38687	36840	42000	38250	36000
METALLURGICAL	1	4	42000	37973	*	*	*	1	20	42000	37176	*	*	*
MINING & MINERAL	+	+	+	+				+	1	+	30000			
NUCLEAR	4	5	33693	34834	*	*	*	4	6	33693	33829	*	*	*
PETROLEUM	11	14	38716	38749	*	*	*	17	24	38869	38281	*	*	*
TEXTILE	+	+	+	+				+	+	+	+			
HEALTH SCIENCES														
ALLIED HEALTH	+	+	+	+				+	5	+	25450			
HEALTH SCIENCES	3	5	15200	17403	*	*	*	5	7	17440	18374	*	*	*
NURSING	+	2	+	34900				+	2	+	34900			
SCIENCES														
AGRICULTURAL & NATL RESOU	+	+	+	+				+	+	+	+			
ARCHITECTURAL & ENVIRONME	3	3	25932	25932	*	*	*	3	3	25932	25932	*	*	*
BIOLOGICAL	4	4	33861	33861	*	*	*	4	6	33861	29441	*	*	*
CHEMISTRY	1	2	32760	28880	*	*	*	1	11	32760	31972	*	*	*
COMPUTER SCIENCE														
COMPUTER SCIENCE	+	7	+	36803				7	62	34446	36881	*	*	*
SCIENCES														
GEOLOGY & RELATED GEOLOGI	16	18	34455	35038	*	*	*	16	31	34455	33802	*	*	*
MATHEMATICS (INCL ACTUARI	+	1	+	37000				+	12	+	30244			
PHYSICS	3	4	31264	29624	*	*	*	3	9	31264	29796	*	*	*
POLYMER	+	+	+	+				+	2	+	34980			
TOTALS	128	324						298	1287					

Master's Degree Candidates - Experience[1]

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 3/9/90 THROUGH 4/10/90							CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
OVER 1 TO 2 YEARS														
MBA--NON-TECH	+	86	+	$47587				+	145	+	$45254			
MBA--TECH	+	34	+	50493				+	45	+	50884			
OVER 2 TO 4 YEARS														
MBA--NON-TECH	+	121	+	50763				+	174	+	48973			
MBA--TECH	+	70	+	52695				+	108	+	52227			
OVER 4 YEARS														
MBA--NON-TECH	+	64	+	52656				+	118	+	47905			
MBA--TECH	+	40	+	57468				+	53	+	56744			
TOTALS	+	415						+	643					

1 Years of previous full-time, nonmilitary employment
' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

DOCTORAL DEGREE CANDIDATES

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 3/9/90 THROUGH 4/10/90							CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
BUSINESS ADMIN & MNGMT.	+	+	+	+				+	1	+	$38000			
COMPUTER & INFOR SCIENCES	1	1	$42000	$42000	*	*	*	1	2	$42000	50000	*	*	*
ECONOMICS	1	1	42096	42096	*	*	*	1	3	42096	44000	*	*	*
EDUCATION														
EDUCATION ADMINISTRATION	4	8	38886	47181	*	*	*	4	14	38886	42446	*	*	*
HUMANITIES & SOCIAL SCIENCES														
ENGLISH	+	1	+	29040				+	1	+	29040			
FOREIGN LANGUAGES	+	+	+	+				+	+	+	+			
HUMANITIES	+	+	+	+				+	1	+	24000			
PSYCHOLOGY	2	5	22500	33400	*	*	*	2	6	22500	32167	*	*	*
SOCIOLOGY	+	+	+	+				+	+	+	+			
SOCIAL SCIENCES	+	+	+	+				+	4	+	31200			
ENGINEERING														
AEROSPACE	+	2	+	47496				1	3	50000	48331	*	*	*
CHEMICAL	13	15	52386	51801	*	*	*	29	40	51798	51113	$54000	$52000	$49000
CIVIL	+	2	+	48492				1	3	37200	44728	*	*	*
COMPUTER	+	+	+	+				+	1	+	57000			
ELECTRICAL/ELECTRONIC	4	11	44997	49361	*	*	*	9	21	52099	53232	*	*	*
INDUSTRIAL ENGINEERING	+	2	+	51500				+	2	+	51500			
MECHANICAL	1	3	49992	49328	*	*	*	2	10	44496	47712	*	*	*
METALLURGICAL	+	3	+	48800				+	9	+	49969			
SCIENCES														
AGRICULTURE & NAT'L RESRC	5	5	38698	38698	*	*	*	5	7	38698	37227	*	*	*
BIOLOGICAL	+	+	+	+				+	+	+	+			
CHEMISTRY	5	11	39922	42695	*	*	*	5	47	39922	44900	*	*	*
GEOLOGICAL SCIENCES	6	7	33776	35937	*	*	*	6	7	33776	35937	*	*	*
MATHEMATICS	+	1	+	35000				+	4	+	34750			
PHYSICS	+	5	+	40718				+	9	+	41385			
POLYMER	+	3	+	48000				+	4	+	47250			
TOTALS	42	86						66	199					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

AVERAGE SALARY OFFERS APRIL 1990 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90 90th: 22080 / 10th: 18330 PART 1 - PAGE 1

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
ACCOUNTING	26433 187 33996/24996	25200 1		27000 1		27720 1		25500 2	
BUSINESS ADMIN (INCL MGMT	23875 4				24000 1	25644 4	25200 1	22675 4	
ECONOM & FINANCE (BANKING	23150 4			25281 16	30000 1	25519 3	23250 2	26899 5	
MANAGEMENT INFO SYSTEMS	30000 3					26908 3	26829 3	26918 6	
MARKETING/MARK MGMT (RESR	15996 1				24998 2	24000 1	15996 1	24996 1	
VISUAL & PERFORMING ARTS						17592 1			
HUMANITIES - OTHER					18000 1				
AEROSPACE & AERONAUTICAL								31250 2	
AGRICULTURAL								24996 2	
ARCHITECTURAL								27400 3	
BIOENGINEERING & BIOMEDIC								30252 2	
CHEMICAL								32714 6	
CIVIL								30477 12	28485 11
COMPUTER					31500 1		30979 5		
ELECTRICAL/ELECTRONIC	31000 2					31851 7	31992 1	30544 8	
INDUSTRIAL						31500 3		29849 5	28900 3
MECHANICAL							33600 1	30229 15	32850 4
ENGINEERING TECHNOLOGY						24000 2	27000 1		27450 4
AGRIBUSINESS								26496 1	
COMPUTER SCIENCE	32000 1						29000 4	31350 1	
INFORMATION SCIENCES & SY	30688 4					28450 1			
ARCHITECTURAL & ENVIRONME		18498 2	17663 4			20400 1			
MATHEMATICS	32000 2			19200 1		27137 5	24600 1	23664 3	

AVERAGE SALARY OFFERS APRIL 1990 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90 90th: 22080 / 10th: 18330 PART 2 - PAGE 1

CURRICULUM	FINANCE		HOSPITALITY(AM		HOSPITALITY(HO		INSURANCE		LEGAL SVCS	MERCHANDISING		PERSONNEL SUPP		PROTECTIVE SER	PUBLISHING	
ACCOUNTING	20700	1			20100	1	21333	3		18912	8					
BUSINESS ADMIN (INCL MGMT	14000	1	19998	2	20183	6	22123	4		20055	12					
ECONOM & FINANCE (BANKING	22784	6	20800	3			23408	2		21361	8					
HOTEL/RESTAURANT MGMT.			22500	2	18550	6				21500	1					
MANAGEMENT INFO SYSTEMS							15000	1		25164	3					
MARKETING/MARK MGMT (RESR	20400	1	20600	3	20250	2	20614	7		21094 30000/18000	36					
COMMUNICATIONS										22000	1					
JOURNALISM															22500	2
PHYSICAL EDUCATION			21000	1												
TEXTILES & CLOTHING										24000	3					
LETTERS (incl English, Li										19296	1					
VISUAL & PERFORMING ARTS	17100	1			19992	1				22749	4					
HUMANITIES - OTHER										23000	1					
HISTORY					13440	1	22500	1								
PSYCHOLOGY			21000	1						21744	4	18000	1			
SOCIOLOGY			21000	1												
SOCIAL SCIENCES-OTHER			21000	1												
AGRICULTURAL										29004	2					
COMPUTER							24996	1								
INDUSTRIAL							30402	2								
MECHANICAL							31800	1								
ENGINEERING TECHNOLOGY			30000	1			31992	1								
AGRIBUSINESS			21000	4						20550	2					

AVERAGE SALARY OFFERS APRIL 1990 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90 90th: 22080 / 10th: 18330 PART 2 - PAGE 2

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
COMPUTER SCIENCE				18804 1		24000 1			
INFORMATION SCIENCES & SY						27500 2			
ACTUARIAL		20684 3							
ARCHITECTURAL & ENVIRONME	24996 1								
BIOLOGICAL		21000 1				19248 2			
MATHEMATICS						24000 1			

AVERAGE SALARY OFFERS APRIL 1990 SWPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
ACCOUNTING				24600 4	21000 1	23850 2	23665 3	37500 2	
BUSINESS ADMIN (INCL MGMT				25002 2		20607 5			
DISTRIBUTION MANAGEMENT					17496 1		18000 1		
ECONOM & FINANCE (BANKING	25372 4				38400 1	19556 7	21000 1		
MANAGEMENT INFO SYSTEMS		23796 1	25002 2	28248 2		24750 2			
MARKETING/MARK MGMT (RESR			21996 1	21996 1	26004 1	18100 3			
JOURNALISM					18996 1				
ELEMENTARY EDUCATION					19597 43 33425/17904				
PHYSICAL EDUCATION					19336 4				
SPECIAL EDUCATION					19001 5				
HUMAN ECOLOGY (HOME ECONO								19750 2	13682 1
FOREIGN LANGUAGES						24504 1			
VISUAL & PERFORMING ARTS					17287 5	30000 1			
HUMANITIES - OTHER						19900 1			
HISTORY						18996 1			
POLITICAL SCIENCE/GOVT						19500 4			
PSYCHOLOGY			20004 1					30000 1	
AEROSPACE & AERONAUTICAL						26043 10			
AGRICULTURAL				27600 1					
ARCHITECTURAL				33000 1			25296 1		
BIOENGINEERING & BIOMEDIC									27900 2
CHEMICAL		35052 1		31500 1		25966 3	23700 1		
CIVIL			28298 5	29296 5		23443 9	24952 23 33180/22582		

AVERAGE SALARY OFFERS APRIL 1990 SWPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
COMPUTER				30600 1		29316 3			30996 1
ELECTRICAL/ELECTRONIC		31917 6		31429 28 34020/30600		29948 11			
INDUSTRIAL		31800 1		29840 3		27951 4			
MECHANICAL		31000 1		31492 9		24943 10	27000 1		
PETROLEUM						24600 1			
ENGINEERING TECHNOLOGY				23048 3					
AGRIBUSINESS	18000 1					15732 1		18000 1	
ANIMAL SCIENCES									17356 3
PLANT SCIENCES				24498 2	18996 1		18492 1		17000 1
NATURAL RESOURCES						20700 1			
OTHER AGRICULTURAL SCIENC							18000 1		
COMPUTER SCIENCE			24600 3			29636 1			17280 1
INFORMATION SCIENCES & SY			24667 9	30600 1					
ALLIED HEALTH								22000 1	16200 2
HEALTH SCIENCES								22167 6	
ACTUARIAL					23496 1	18696 2	18996 1		
ARCHITECTURAL & ENVIRONME				20850 2			23332 3		
BIOLOGICAL							12996 1		
CHEMISTRY									21600 1
GEOLOGY & GEOLOGICAL SCI		26496 2				26994 2			
MATHEMATICS			24000 1		21600 1				

AVERAGE SALARY OFFERS APRIL 1990 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90 90th: 22080 / 10th: 18330 PART 4 - PAGE 1

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
ACCOUNTING					26400 1				29100 4
BUSINESS ADMIN (INCL MGMT					19500 1		16000 1		26400 1
MANAGEMENT INFO SYSTEMS						24804 1			
MARKETING/MARK MGMT (RESR						24492 1	29736 1		24998 2
PHYSICAL EDUCATION			18000 1						
POLITICAL SCIENCE/GOVT								29400 1	
AEROSPACE & AERONAUTICAL					30674 53 37992/27996		28800 1		
AGRICULTURAL						21996 1			
ARCHITECTURAL								29867 14	
BIOENGINEERING & BIOMEDIC					28998 2				
CHEMICAL					34200 1			34200 1	35140 147 39000/33960
CIVIL					25777 4	26000 1	28800 1	28931 20 34200/27000	32220 2
COMPUTER					31002 2				34200 1
ELECTRICAL/ELECTRONIC					31139 30 38952/28080		32892 5	31590 2	34299 17
INDUSTRIAL					30479 17				30333 3
MECHANICAL					30046 33 33600/27564	30492 1	32600 5	31283 7	35039 40 46200/32880
ENGINEERING TECHNOLOGY					28290 6	27996 1		28748 12	29165 3
AGRIBUSINESS						22668 3			
ANIMAL SCIENCES				21500 2					
PLANT SCIENCES	22998 2					21098 5			
OTHER AGRICULTURAL SCIENC						22992 1			
COMPUTER SCIENCE					30582 2				30967 3
INFORMATION SCIENCES & SY					26775 4				

AVERAGE SALARY OFFERS APRIL 1990 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90 90th: 22080 / 10th: 18330 PART 4 - PAGE 2

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
ACTUARIAL				12600 2		19074 4			16800 1
ARCHITECTURAL & ENVIRONME								27214 24 35004/23496	
CHEMISTRY									31282 6
MATHEMATICS					30130 6				
PHYSICS					30192 1				

AVERAGE SALARY OFFERS APRIL 1990 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90 90th: 22080 / 10th: 18330 PART 5 - PAGE 1

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
ACCOUNTING								24750 2	26285 34 32640/25200
BUSINESS ADMIN (INCL MGMT			23748 4						25851 6
ECONOM & FINANCE (BANKING	27036 1		23000 1						26142 2
MANAGEMENT INFO SYSTEMS	30600 1	24996 1							29046 13
MARKETING/MARK MGMT (RESR	23802 2	29004 1	22457 5	24498 2					27370 6
VISUAL & PERFORMING ARTS			23400 1						23400 1
AEROSPACE & AERONAUTICAL	33800 3								31000 1
AGRICULTURAL			29873 8						
ARCHITECTURAL									33413 8
BIOENGINEERING & BIOMEDIC		32196 1							
CHEMICAL	36060 1	34610 6	35498 2	35400 2			34400 1	34050 2	36539 82 52800/33996
CIVIL	29500 1	30750 2			28800 1			32400 1	31480 24 37200/27888
COMPUTER	31682 7	31596 2							31366 6
ELECTRICAL/ELECTRONIC	32324 44 34200/30504	31750 72 35544/30492	31750 4		32467 3			34260 5	33716 24 37200/32580
INDUSTRIAL		30600 1	30264 3		29475 4				31488 5
MECHANICAL	32302 5	30392 7	36165 12		29496 1		34699 1	32633 3	35152 91 44400/30600
PETROLEUM									35953 41 52500/28800
ENGINEERING TECHNOLOGY	28181 3	27790 9			31500 2	32004 1		27132 3	30127 11
AGRIBUSINESS			26700 2						28650 2
PLANT SCIENCES								18246 2	
COMPUTER SCIENCE	30000 2								29255 11
INFORMATION SCIENCES & SY	28200 1								29788 5
ACTUARIAL									24000 1

AVERAGE SALARY OFFERS APRIL 1990 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90 90th: 22080 / 10th: 18330 PART 5 - PAGE 2

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
ARCHITECTURAL & ENVIRONME									31404 1
CHEMISTRY			28704 1						33660 3
GEOLOGY & GEOLOGICAL SCI									25878 2
MATHEMATICS	30208 3								
PHYSICS	30204 1								
OTHER PHYSICAL & EARTH SC								18000 1	

AVERAGE SALARY OFFERS APRIL 1990 SWPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
ACCOUNTING						24996 2	19500 2
BUSINESS ADMIN (INCL MGMT							25750 4
ECONOM & FINANCE (BANKING							22748 2
HOTEL/RESTAURANT MGMT.							20000 1
MANAGEMENT INFO SYSTEMS					27000 1		
MARKETING/MARK MGMT (RESR	12000 1				20998 2	24378 4	24240 5
ELEMENTARY EDUCATION							21000 2
VISUAL & PERFORMING ARTS							15000 1
PSYCHOLOGY							19992 1
AEROSPACE & AERONAUTICAL						30102 4	
BIOENGINEERING & BIOMEDIC			28500 1				
CHEMICAL		36000 1				35039 9	
CIVIL			25050 4			29373 4	
COMPUTER						32040 3	
ELECTRICAL/ELECTRONIC			29550 2			30932 3	29801 6
INDUSTRIAL						32004 1	29667 3
MECHANICAL			30068 3		32448 2	32636 5	31800 5
ENGINEERING TECHNOLOGY		25200 1	22296 2		18996 1	28682 6	31200 5
AGRIBUSINESS						24000 1	
ANIMAL SCIENCES							16000 1
PLANT SCIENCES						33000 1	
INFORMATION SCIENCES & SY						28500 2	31500 1
ACTUARIAL						30996 2	15498 2

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
ARCHITECTURAL & ENVIRONME						28800 1	27000 1
CHEMISTRY							30000 1
GEOLOGY & GEOLOGICAL SCI			39996 1				17154 2

AVERAGE SALARY OFFERS APRIL 1990 SWPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
BACHELOR - NON TECHNICAL	26317 199 33996/24500	25200 1		25382 17	24399 5	25321 13	24026 7	25706 18	
BACHELOR - TECHNICAL	31194 9	18498 2	17663 4	19200 1	31500 1	28947 19	29853 13	29885 60 38000/26496	29147 22 36000/26000

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
BACHELOR - NON TECHNICAL	20890 10	20943 14	19202 17	21172 18		21140 82 30000/18200	18000 1		22500 2
BACHELOR - TECHNICAL	24996 1	21895 9		28066 6		24060 10			

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
BACHELOR - NON TECHNICAL	25372 4	23796 1	23001 4	25211 9	19731 62 38400/17000	20845 27 30000/16800	21999 5	28900 5	13682 1
BACHELOR - TECHNICAL	18000 1	31122 11	25627 18	30045 57 34020/24996	21364 3	26034 58 37200/20700	23890 33 33180/18996	21625 8	20649 11

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
BACHELOR - NON TECHNICAL			18000 1		22950 2	24648 2	22868 2	29400 1	27542 7
BACHELOR - TECHNICAL	22998 2			17050 4	30285 161 38952/27500	22310 17	32088 12	28890 80 35580/24504	34640 223 48000/32496

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
BACHELOR - NON TECHNICAL	26310 4	27000 2	23061 11	24498 2				24750 2	26876 62 32640/25200
BACHELOR - TECHNICAL	31917 71 39996/29500	31440 100 37500/29292	32620 32 43836/28800	35400 2	30600 11	32004 1	34550 2	29740 17	34419 318 52800/28800

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
BACHELOR - NON TECHNICAL	12000 1				22999 3	24584 6	22538 18
BACHELOR - TECHNICAL		30600 2	27892 13		27964 3	31291 42 39600/27996	27874 27 36000/16308

AVERAGE SALARY OFFERS APRIL 1990 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90 90th: 22080 / 10th: 18330 PART 1 - PAGE 1

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
ACCOUNTING	26357 194 33996/24000	24149 39 30000/19000							25647 4
BUSINESS ADMIN (INCL MGMT	19250 2		24000 1			21334 1			
ECONOM & FINANCE (BANKING	24996 1	24946 4	24301 5	25583 6	24000 1		23997 4		24727 12
MANAGEMENT INFO SYSTEMS	26801 5								24996 1
MARKETING/MARK MGMT (RESR	15996 1				25000 1				
VISUAL & PERFORMING ARTS		15000 1							17100 1
HUMANITIES - OTHER								18000 1	
AGRICULTURAL									24996 1
AGRIBUSINESS							18000 1		
MATHEMATICS				19200 1					

AVERAGE SALARY OFFERS APRIL 1990 SWPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90

Sample Block: Average: 20250 706 # of Offers
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CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT
BUSINESS ADMIN (INCL MGMT		20400 2	22992 1						
ECONOM & FINANCE (BANKING	20004 1	20815 1	26000 1						
MARKETING/MARK MGMT (RESR	24996 1	15000 2	22859 5						
JOURNALISM				18996 1					18000 1
FOREIGN LANGUAGES								24504 1	
VISUAL & PERFORMING ARTS								18168 2	
HISTORY			22500 1						
ACTUARIAL								15498 2	
ARCHITECTURAL & ENVIRONME				19296 3				24996 1	
GEOLOGY & GEOLOGICAL SCI						17154 2			

AVERAGE SALARY OFFERS APRIL 1990 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90 90th: 22080 / 10th: 18330 PART 3 - PAGE 1

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
ACCOUNTING									23750 2
BUSINESS ADMIN (INCL MGMT		29800 3		24996 1	24000 4	26004 2	22557 7		
DISTRIBUTION MANAGEMENT				17496 1					
ECONOM & FINANCE (BANKING		22776 2	19000 1		15600 1		28000 1	26496 1	26004 1
MANAGEMENT INFO SYSTEMS		24804 1							
MARKETING/MARK MGMT (RESR	24000 1	26460 5	21938 8	23065 3	26664 3		22596 31 30000/17500		
JOURNALISM							27000 1		
TEXTILES & CLOTHING			24000 3						
VISUAL & PERFORMING ARTS			25998 2				23100 4		
HUMANITIES - OTHER			23000 1						
POLITICAL SCIENCE/GOVT							29400 1		
PSYCHOLOGY		22500 1					20004 1		
AGRICULTURAL		27668 3	30000 1				29004 1		
CHEMICAL		35400 2							
CIVIL							30996 1		
COMPUTER					27996 1				
ELECTRICAL/ELECTRONIC							33100 2		
INDUSTRIAL							26400 1		
MECHANICAL							33200 1		
ENGINEERING TECHNOLOGY		27498 2	30000 1		34992 1	22992 1	26970 17		
AGRIBUSINESS		26127 4					23959 5	15732 1	
PLANT SCIENCES			19992 1				33000 1		
ACTUARIAL		24000 2					28096 3		

AVERAGE SALARY OFFERS APRIL 1990 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90 90th: 22080 / 10th: 18330 PART 3 - PAGE 2

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES		EXECUTIVE, LEG	FINANC,TAXA, M
ARCHITECTURAL & ENVIRONME							19992	1		
BIOLOGICAL							18996	1		
CHEMISTRY							24000	1		

AVERAGE SALARY OFFERS APRIL 1990 SWPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BUSINESS ADMIN (INCL MGMT			21000 1						
ECONOM & FINANCE (BANKING			18079 5						
MANAGEMENT INFO SYSTEMS			21996 1						
MARKETING/MARK MGMT (RESR			18100 3						
HUMANITIES - OTHER			19900 1						
HISTORY			18996 1						
POLITICAL SCIENCE/GOVT			19500 4						
AEROSPACE & AERONAUTICAL			21000 1				29900 16		30430 2
AGRICULTURAL							24996 1	27600 1	
ARCHITECTURAL							30728 26 35580/27000		
BIOENGINEERING & BIOMEDIC						30564 3			
CHEMICAL							37440 5	30100 3	35179 27 39120/33600
CIVIL			22664 3			25010 5	28611 64 38000/23000	27407 17	29496 3
COMPUTER			26244 1				30000 1		
ELECTRICAL/ELECTRONIC			27000 1			26500 1	32264 30 37500/29448	35400 1	32919 18
INDUSTRIAL									29418 23 37200/27500
MECHANICAL			21604 3				32825 54 37980/28800		33251 37 42000/27000
PETROLEUM							31689 4		38744 9
ENGINEERING TECHNOLOGY							26250 4		29013 7
PLANT SCIENCES								34992 1	
NATURAL RESOURCES			20700 1						
ARCHITECTURAL & ENVIRONME					24000 2		27562 5	13500 1	29400 1
GEOLOGY & GEOLOGICAL SCI			26994 2						

AVERAGE SALARY OFFERS APRIL 1990 SWPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
ACCOUNTING	27720 1								
AEROSPACE & AERONAUTICAL	30322 9	31896 1	32432 7		28589 10	30003 11			30578 16
AGRICULTURAL					34992 1			33996 3	
ARCHITECTURAL						27000 1			
BIOENGINEERING & BIOMEDIC									27600 3
CHEMICAL					37309 15	35040 2	35403 196 52200/33960	34212 3	33428 13
CIVIL		32000 1				26000 1	30167 3	26874 2	28902 28 36000/24996
COMPUTER	30768 3		31674 4						31068 3
ELECTRICAL/ELECTRONIC	32145 25 38952/30804	32414 26 36000/31000	32279 20 34620/30500	31804 25 34400/29500	32018 16	30355 11	31643 8	31855 25 35500/30000	31624 64 36000/30000
INDUSTRIAL		29700 1			32004 1	31200 1		32748 4	30633 21 41220/28500
MECHANICAL	30179 16	29733 3	33100 1	33980 5	31432 15	30043 7	34898 24 38400/32700	35342 35 46200/33000	33264 61 44400/27996
PETROLEUM					37002 2		36180 10	33150 2	34741 15
ENGINEERING TECHNOLOGY			27833 3	32000 1	29400 1		29600 2	29738 12	29018 20 34992/24000
COMPUTER SCIENCE	25501 4								
ARCHITECTURAL & ENVIRONME					29400 3			30068 3	27704 9
CHEMISTRY							29028 7		42000 1
GEOLOGY & GEOLOGICAL SCI									39996 1
MATHEMATICS	30112 3		28992 1						27825 7
PHYSICS			30204 1						30192 1

AVERAGE SALARY OFFERS APRIL 1990 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90 90th: 22080 / 10th: 18330 PART 6 - PAGE 1

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	OTHER HEALTH R
ACCOUNTING				37500 2					
HUMAN ECOLOGY (HOME ECONO	13682 1								19750 2
PSYCHOLOGY									30000 1
AGRIBUSINESS									18000 1
ANIMAL SCIENCES									17356 3
PLANT SCIENCES									17000 1
ALLIED HEALTH	18133 3								
HEALTH SCIENCES			25000 4						16500 2
CHEMISTRY									21600 1

AVERAGE SALARY OFFERS APRIL 1990 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90 90th: 22080 / 10th: 18330 PART 7 - PAGE 1

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
ACCOUNTING							26748 2		
BUSINESS ADMIN (INCL MGMT						26550 2			
MANAGEMENT INFO SYSTEMS					27690 13	19260 2	27969 16		
MARKETING/MARK MGMT (RESR							28200 1		
PHYSICAL EDUCATION		18000 1							
AGRICULTURAL									21996 1
COMPUTER					30978 15		33060 5		
ELECTRICAL/ELECTRONIC					33504 1	40500 1			
ANIMAL SCIENCES									19667 3
PLANT SCIENCES									19664 6
COMPUTER SCIENCE					28386 21 33000/25800		29316 4		
INFORMATION SCIENCES & SY					26960 23 31500/24000	30600 2	27500 1		
ACTUARIAL									16718 5
MATHEMATICS					28374 4		26046 2		
OTHER PHYSICAL & EARTH SC									18000 1

AVERAGE SALARY OFFERS APRIL 1990 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90 90th: 22080 / 10th: 18330 PART B - PAGE 1

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
ACCOUNTING		26569 15		19364 3					
BUSINESS ADMIN (INCL MGMT		24867 6	23247 2	20539 27 34236/18000			18000 1		
DISTRIBUTION MANAGEMENT								18000 1	
ECONOM & FINANCE (BANKING		26812 8		21649 12					38400 1
HOTEL/RESTAURANT MGMT.				19780 10					
MANAGEMENT INFO SYSTEMS		29498 2		28602 2					
MARKETING/MARK MGMT (RESR		24996 1		20794 27 26760/18000					
COMMUNICATIONS				22000 1					
ELEMENTARY EDUCATION		18400 1							19688 44 33425/17904
PHYSICAL EDUCATION				21000 1					19336 4
SPECIAL EDUCATION									19001 5
LETTERS (incl English, Li				19296 1					
VISUAL & PERFORMING ARTS			17592 1	19992 1					18375 4
HISTORY						13440 1			
PSYCHOLOGY			18000 1	21094 5					
SOCIOLOGY				21000 1					
SOCIAL SCIENCES-OTHER				21000 1					
AEROSPACE & AERONAUTICAL		33000 1							
AGRICULTURAL				18000 1					
BIOENGINEERING & BIOMEDIC		30252 2							
CHEMICAL		30000 1							
CIVIL	29700 1	27504 1							
ELECTRICAL/ELECTRONIC		29831 3		29200 1				36000 1	

AVERAGE SALARY OFFERS APRIL 1990 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90 90th: 22080 / 10th: 18330 PART 8 - PAGE 2

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
INDUSTRIAL		30174 6							
MECHANICAL		31800 1							
ENGINEERING TECHNOLOGY				26119 5				24000 1	
AGRIBUSINESS		26496 1		20700 5					
PLANT SCIENCES				21164 3			19002 2		
OTHER AGRICULTURAL SCIENC							20496 2		
COMPUTER SCIENCE		31675 2							
INFORMATION SCIENCES & SY		30688 4							
ACTUARIAL				18513 4			16398 2		23496 1
ARCHITECTURAL & ENVIRONME	21157 8			27504 1			24498 2		
BIOLOGICAL				20250 2					12996 1
CHEMISTRY								39090 2	
GEOLOGY & GEOLOGICAL SCI							26187 4		
MATHEMATICS		26998 5							21600 1

AVERAGE SALARY OFFERS APRIL 1990 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90 90th: 22080 / 10th: 18330 PAGE 1

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
BACHELOR - NON TECHNICAL	26240 203 33996/24000	24014 44 30000/19000	24251 6	25583 6	24500 2	21334 1	23997 4	18000 1	24522 18
BACHELOR - TECHNICAL				19200 1			18000 1		24996 1

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT
BACHELOR - NON TECHNICAL	22500 2	18323 5	23224 8	18996 1				20280 3	18000 1
BACHELOR - TECHNICAL				19296 3		17154 2		18664 3	

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
BACHELOR - NON TECHNICAL	24000 1	26213 12	22766 15	22338 5	23949 8	26004 2	22938 46 30000/17500	26496 1	24501 3
BACHELOR - TECHNICAL		27793 13	26664 3		31494 2	22992 1	26982 35 36000/19992	15732 1	

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BACHELOR - NON TECHNICAL			19037 16						
BACHELOR - TECHNICAL			23478 12		24000 2	27027 9	30765 210 52800/24996	27822 24 39600/23700	32912 127 52500/27588

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
BACHELOR - NON TECHNICAL	27720 1								
BACHELOR - TECHNICAL	30734 60 38952/27600	32049 32 36000/30000	31750 37 39996/30000	32161 31 38100/30000	32623 64 51600/27996	30250 34 35400/26500	34977 250 52200/31500	32990 89 46200/29004	31419 263 44400/27000

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	OTHER HEALTH R
BACHELOR - NON TECHNICAL	13682 1			37500 2					23167 3
BACHELOR - TECHNICAL	18133 3		25000 4						17709 8

AVERAGE SALARY OFFERS APRIL 1990 SWPA REGIONAL CUMULATIVE REPORT

BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90

Sample Block: Average: 20250 706 # of Offers
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CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
BACHELOR - NON TECHNICAL		18000 1			27690 13	22905 4	27853 19		
BACHELOR - TECHNICAL					28561 64 34020/24000	33900 3	30180 12		18786 16

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
BACHELOR - NON TECHNICAL		26201 33 32000/24996	20521 4	20855 92 34236/18000		13440 1	18000 1	18000 1	19836 58 38400/17000
BACHELOR - TECHNICAL	22106 9	29664 27 33000/27000		22129 22 29200/19500			22128 12	34545 4	19364 3

AVERAGE SALARY OFFERS APRIL 1990 SWPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
MBA--NON-TECH	28000 1			30800 5		39600 1			
MBA--TECH	34623 4			31992 1	45000 1	31992 1		33246 2	

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
MBA--NON-TECH									
MBA--TECH									

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
MBA--NON-TECH			36000 1	32530 1		24500 1			
MBA--TECH									

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
MBA--NON-TECH									
MBA--TECH									

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
MBA--NON-TECH	37800 1								30799 9
MBA--TECH									37332 3

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
MBA--NON-TECH						28000 1	
MBA--TECH							